

In addition, you may contact the Board by calling (202) 267-3065.

Accountability Board

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ADMINISTRATOR'S POLICY STATEMENT ON...

THE ACCOUNTABILITY BOARD

Personal accountability is the cornerstone of the Flight Plan's goal for organizational excellence. As professionals in the workplace, we are all accountable for our actions. The Accountability Board was created in 1998 to ensure that each of us lives up to this standard.

Specifically, the Accountability Board reviews responses to allegations and incidences of harassment and misconduct. It was put in place to ensure that our workplace remains free from sexual harassment, offensive behavior, intimidation, hostility, and inappropriate conduct.

The Accountability Board cannot make this happen on its own. Each and every one of us at the FAA has responsibility for ensuring a professional environment in our own organizations and the places where we work. Please join me in making the FAA an example of organizational excellence in the federal service where everyone regardless of gender, race, color, national origin, religion, sexual orientation, age or disability is respected.

Marion C. Blakey
Marion C. Blakey
Administrator

May 2004



FAA
Accountability
Board



**What Should
I do when...?**



What should I do when.....?

...Someone sends me emails that contain offensive **racial** jokes?

...I overhear a comment that ridicules my coworker's **religion**?

...my team leader does not wish to sit next to me because of my skin **color**?

...my coworkers say that they do not want to be supervised by the new manager because of his/her **gender**?

...the members of my office make fun of the new employee because his or her **sexual orientation**?

...a flyer is placed on the office bulletin board that contains offensive remarks about a certain **nationality**?

...I'm told that because of my **age**, I'm too old to do my job?

...there is no accommodation provided by management for my **disability** since I am unable to get around the office in my wheelchair?

...I feel I'm being **sexually harassed** by supervisor who conditions my promotion on havinig sexual relations with him or her?

...my coworker engages **in misconduct of a sexual nature** by showing me a sexually explicit photograph?

...my manager engages in **reprisal** because I reported any of the above incidents to the Accountability Board?

The Accountability Board, composed of senior level executives, provides **oversight** and ensures **management is accountable** for responding to allegations of miscounduct and harassment that come under its scope. **All** allegations that come under the scope of the Accountability Board must be reported to the Board.

The Accountability Board reviews actions taken by management for **timeliness, consistency, and appropriateness**, but does not recommend of take disciplinary action.

What kinds of allegations does does the Board cover?

The Accountability Board reviews management's responses to:

1. Allegations of sexual harassment
2. Allegations or incidents of misconduct of sexual nature
3. Allegations or incidents of verbal, written, graphic, or physical harassment and misconduct that create an intimidating, hostile, or offensive work environment based on:
 - ◆ Race
 - ◆ Color
 - ◆ Religion
 - ◆ National Origin
 - ◆ Sex
 - ◆ Sexual Orientation
 - ◆ Age
 - ◆ Disability
4. Allegations of reprisal for participating in the Accountability Board process.

What kinds of allegations are not covered by the Board?

- ◆ Non-selections
- ◆ Disciplinary Actions
- ◆ Promotions
- ◆ Performance Management
- ◆ Other personnel Actions

What should I do to report allegations related to the scope of the Board?

You can report an allegation to:

- ◆ Your Management Official
- ◆ The Accountability Board
- ◆ The Civil Rights Office
- ◆ The Administrator's Hotline
- ◆ Your local Human Resource Point of Contact
- ◆ Security

Can I report allegations directly to the Accountability Board?

Yes, you may contact the Board by phone, electronic mail, and facsimile or visit us in person.

How can I get more information about the Board?

- ◆ FAA Order 1110.125A
- ◆ Interweb.FAA.gov/ahr/account/account.cfm
- ◆ 9-AWA-AHR-Accountability-Board